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# CL 612 Christian Leadership Development

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# **CHRISTIAN LEADERSHIP DEVELOPMENT**

**CL612XL, Asbury Theological Seminary  
ExL Summer, 2003**

***Professor: Rick Gray, Ph.D.***

## ***INTRODUCTION***

“Christian Leadership is a Paradox”

Welcome to CL612XL, Christian Leadership Development. Did you catch the significance of the opening statement? By asserting that Christian leadership is a paradox, we are suggesting that God doesn't necessarily do things the way we might always expect. The message for us, and the intent of this course, is to develop an understanding around the ways in which the world views leadership and the way God views leaders and leadership; and that these are not the same. Understanding the paradox of Christian leadership development is crucial to our growth and effectiveness as a Christian leader. It is my desire, during our semester together, to help grow you into the best Christian leader that you can be.

Recent history has suggested that our society desperately needs help developing Christian leaders. I want to make sure that you are equipped to help, as a servant leader, to give our world the one sure hope -- Jesus Christ. Not long ago, George Barna stunned the Christian community when he lamented the validity of his past research. He felt that he had proceeded from erroneous foundations—that of assuming that pastors in churches were also leaders. Perhaps they are, but more than likely they are not. By the end of this course, it is my desire that we will all know how to tell the difference.

## ***WHAT WE CAN EXPECT FROM EACH OTHER***

Teaching this course online is becoming more comfortable for me. That is not to say that I am not still learning - I am! But, because I've done this a few times now, my comfort level has increased and I know that if you invest the time necessary, it will be positive experience for you. You and I will be learning and growing into this course together, and I can almost promise that before the semester is over you will see that I am human and I'm sure that I will discover the same thing about you. Together, we will make this experience significant for both of us.

Having said that, let me assure you that I understand when things begin to pile up in life and time just seems to get away from you. If you should run into difficulties as we navigate our way into a deeper understanding of Christian leadership, communicate with me early so that we can find a way to deal with any problems.

## ***POSTING ONLINE***

When posting assignments and responses online it is important to pay attention to “how” your post will be read by others in the class. Be thoughtful with each response and always provide high quality posts, whether those are insights you have gleaned or questions you put forth from your dealings with the material and your experiences. Please DO NOT post such messages as “I agree”, or “Good response”, etc... I am looking for thoughtful, reflective response that shows me you are dealing with the material. A portion of your grade will reflect the *quality* of your responses in our Discussion Center and Team Folders (if we use these).

Please **limit your Discussion Center postings and replies to 300 words**, unless otherwise noted in the Module instructions. Being concise is a must!

In an online classroom, each of us will bring our experiences to the table – and this can be a powerful learning tool! Remember this, Christ-like humility involves a teachable spirit. We are not here to just impart out wisdom upon one another, we are here to learn from one another. I plan to be the leader and facilitator of this process throughout the semester. It will be a fun ride!! ☺

## ***WHERE TO FIND ME***

Please post all course related postings and questions in the Discussion Center. This will be our “classroom” where we can all “hear” and respond to the entire class posts, just as we could in an on-campus course. You may send any private correspondence to me through the “To Office” icon in our classroom. Please only send private correspondence to the Office that you don’t wish others to see. Do not ask general course related questions here. Post those questions to the Discussion Center so that others will be able to see them and my answer to them. I will encourage you to write to me from time to time by requesting that you post a response to the Office. So please don’t feel that it is an intrusion or bad thing to do.

In case of an emergency, please send a message to the Office icon in our classroom and Cc the message to my personal Asbury account, and mark the subject as URGENT! I will read this email immediately and respond as necessary. My home phone number is (859) 858-4729, we are on Eastern Standard Time.

I'm sure that on occasion I will need to be away from my desk and unavailable to be online. When that happens, I will let you know and I will also inform you when I will be back online so that you can plan better our conversation times. Why don't you do the same for me? Please send a message to our Discussion Center telling us that you will be away for a time. That way we can pray for you too! Don't be shy about asking me questions; others are probably as interested in the answers as you are. Please be aware of the limitations of trying to communicate through this medium and give others a chance to express themselves as well.

Christian Leadership Development is a three-hour course that meets for a total of fourteen weeks. This course requires 107 hours of student involvement. If you can set aside approximately 8 hours

per week for course work, you should do just fine. The way to succeed in a class like this is to try to spend time online (in our classroom) at least everyday, or every other day.

### ***COURSE PURPOSE***

This course is designed to introduce the discipline of Christian Leadership Development. Special attention will be given to the nature of Christian Leadership as contrasted against secular leadership practices. Also, we will work to help you locate yourself in a particular style of Christian leadership. Consistently, one of the most significant tools to be developed out of this course is the Personal Spiritual Development Analysis, or PSDA. This tool will help you view God's handiwork in your life over a long span of time. If your response is like so many others after completing this assignment, then you just might embrace the notion that God loves you and has a wonderful plan for your life.

Some believe that anyone can be a leader and do leadership. How many of us have had the misfortune of serving under someone who believed them self to be a leader only to end up frustrated and disillusioned about ourselves and our place in God's service? This course will help to prepare us to identify a methodology for the selection and development of those individuals who should be tapped for service as leaders.

Finally, this course will help us to understand the deficiencies and areas of development within the Christian leadership discipline.

### ***LEARNING OBJECTIVES***

The student will be able. . .

1. To articulate and practice the basic disciplines for personal Christian leadership development and determine the most effective steps towards the attainment of proficiency in the art and practice of Christian Leadership;
2. To identify the most effective means for the development of a personal servant-hood leadership style while examining key strategies for developing other servant leaders;
3. To accept roles of management and leadership within Christian ministries and the parish context, and respond to others who share those roles;
4. To facilitate personal spiritual growth through the application of Leadership principles and the development of a Personal Spiritual Development Analysis;
5. To demonstrate an understanding of the four classic organizational frames; and
6. To recognize selected organizational change processes and how to resolve the inherent conflicts that accompany change;

## ***STUDENT EVALUATION***

We have found that the easiest way to be consistent with all students with regards to grading is to set up a scoring rubric. The rubric for this class is as follows:

*5 = Exceptional work: surpassing, markedly outstanding achievement of course objectives*

Exceptional work is constituted by such things as: substantive reflection that reveals engagement with the “big ideas” of scripture and/or the “big ideas” represented in the existing body of knowledge from the social sciences in a particular area of study and represented via assigned texts and presentations; thorough and penetrating personal insights gained from a sustained consideration of one’s experience through; and excellence in grammatical, stylistic and communicative aspects of writing.

*4 = Good work: strong, significant achievement of course objectives*

Good work is constituted by: solid reflection on the assigned readings and presentations in response to the given questions for a particular unit; the capacity to utilize classroom discussions and readings to understand and critically engage one’s own story; accurate ability to name specific ministry implications from one’s processing of information; and carefulness in grammatical, stylistic and communicative aspects of writing.

*3 = Acceptable work: basic, essential achievement of course objectives*

Acceptable work is constituted by: obvious acquaintance with the assigned readings and classroom discussions at a level that allows for reflection and thought in response to the questions posed for a particular unit, references to one’s own story at a level that makes application of truth and would interest another individual in the insights being expounded; capacity to communicate grammatically and stylistically without detracting from the presentation.

*2 = Marginal work: minimal or inadequate achievement of course objectives*

Cursory rendering of the assignment that fail to represent the instructor’s intent; a flat restatement of the instructor’s work void of any personal appropriation of the material; grammatical or stylistic errors that frustrate the reader and detract from the thought of the paper; or other failures to fulfill reasonable expectations flowing from a seminary course of this nature.

*1 = Unacceptable work: failure to achieve course objectives*

Unacceptable work is usually willful, unexplained, or inexcusable lack of fulfillment of class assignments

## ***COURSE REQUIREMENTS***

- ◆ Participate in online discussions regularly, complete assignments and exercises as requested in the particular Module by the due date for each assignment.
- ◆ Prepare a critical book review.
- ◆ Interview two leaders, one from church setting, the other from a para-church setting.
- ◆ Use library sources to prepare a Leadership Development Study.
- ◆ Develop a comparison chart.
- ◆ Prepare and share two reflection papers. One paper will deal with the subject of leadership identification and the other will focus on the difference between leadership and management.

I have found that students prefer the larger, or more time consuming, assignments to be due on the weekend instead of being spread throughout the week. For this reason, all assignments will be due on a Saturday, unless otherwise noted (please note your calendar carefully for any exceptions such as the PSDA). Smaller assignments, such as regular postings and responses, and assignments of less than 500 words, will be due throughout the week during each module.

Hopefully, this gives you freedom to work throughout the week on assignments and provides ample time to fulfill dialogue requirements during the week. Be sure to plan your time accordingly.

**\*\*Students should submit written materials on time; late papers will receive no written comments and the grade will be penalized one-third of a letter grade per day.\*\***

## ***REQUIRED READING:***

Blackaby, Henry and Richard, *Spiritual Leadership: Moving People On To God's Agenda*. Nashville, Tenn.: Broadman & Holman Publishers, 2001.

Clinton, J. Robert, *The Making of a Leader*. Colorado Springs: NavPress, 1988.

Engstrom, Ted W., *The Making of a Christian Leader*. Grand Rapids: Zondervan, 1976.

Stanley, Andy., *Visioneering*. Sisters, Oregon: Multnomah Publishers, 1999.

Thrall, Bill, McNicol, Bruce and Ken McElrath., *The Ascent of a Leader*. San Francisco: Jossey Bass Publishers, 1999.

## ***RECOMMENDED READING:***

Saunders, Oswald J., *Spiritual Leadership*. Chicago: Moody Press, 1994.

Nouwen, Henri J.M., *In the Name of Jesus*. New York: Crossroads Publishing, 2000.

Sims, Bennett J., *Servanthood: Leadership for the Third Millennium*. Cambridge: Cowley Publications, 1997.

Elliston, Edgar J., *Home Grown Leaders*. Pasadena: William Carey Library, 1992.

Biel, Bob., *Mentoring: Confidence in Finding a Mentor and Becoming One*. Nashville: Broadman & Holman Publishers, 1996.

Gunderson, Denny., *The Leadership Paradox*. Seattle, WA: YWAM Publishing, 1997.

**COURSE SCHEDULE** – subject to change, details will be in each Module folder.

June 2 - June 14

**MODULE ONE**

**Perspectives on Christian Leadership**

- ◆ Create your resume in FirstClass (if you have not already) and send a personal greeting to our **Discussion Center by Wednesday, June 4**. Tell our class what leadership role you have in your current ministry. Then reply to at least two of your classmate's greetings in the Discussion Center. This will let us all meet one another and will let me know you are on board with the class.
- ◆ Prepare a reflection paper on your personal experience with a Christian leader. Was it a positive or negative experience? Why? What made that person a leader? What factors can you identify in that person's leadership helped or hindered others from following?  
**Due: Saturday, June 7, Midnight Eastern time (ET).**
- ◆ Develop your own definition of Christian Leadership and post in the Discussion Center by **Tuesday, June 10**. Reply to two of your classmate's definitions.
- ◆ Identify the key principles of Christian Leadership and post in the Discussion Center by **Tuesday, June 10**. Reply to two of your classmate's posts.
- ◆ Compare and contrast secular leadership and Christian Leadership and post in the Discussion Center by **Thursday, June 11** (no more than 300 words). Reply to two of your classmate's posts.
- ◆ Create your PSDA Generalized Timeline. **Due: Saturday, June 14, Midnight (ET).**

June 14- June 28

**MODULE TWO**

**The Context**

- ◆ Prepare a three-page review of *Spiritual Leadership*. Look at Dr. Green's paper in the Resource Center (in our classroom) entitled, "How To Write A Book Review". This will be your guideline for this assignment. **Due: Saturday, June 21, Midnight (ET).**

- ◆ Identify the assumptions that undergird the study of Christian Leadership. Post these in the Discussion Center by **Saturday, June 21**. Reply to two of your classmate's posts discussing the similarities and differences found in these assumptions. Dig deep here. Post any questions that arise out of this study, try to discern the theological and philosophical aspects of "Christian Leadership".
- ◆ Working as a group, create a new version of the Paradigm Chart. **Due: Saturday, June 28, Midnight (ET)**.
- ◆ By **Saturday, June 28**, send a note to my Office and let me know how you are doing in this class. Tell me if you are having problems understanding my directions or if I could do something different to make your experience better.

June 28- July 12

### **MODULE THREE The Christian Leader (Types)**

- ◆ Develop a paper that critically examines the four types of Christian leaders identified by Clinton
- ◆ Continue working on your PSDA
- ◆ Identify your own Christian leadership type and share its implications for ministry
- ◆ Midterm Exam

July 12- July 26

### **MODULE FOUR The Christian Leader (Vision)**

- ◆ Describe the difference between Clinton, Engstrom and Maxwell
- ◆ Identify your own personal Christian leadership styles and share its implications for ministry
- ◆ Identify leadership principles from Nehemiah and relate these to a New Testament Christian leader.

July 26- August 9

### **MODULE FIVE The Christian Leader (Character)**

- ◆ Develop a chart that encapsulates the major themes from *Ascent of a Leader*
- ◆ Analyze Apostle Paul's criteria for those in leadership as identified in I and II Timothy
- ◆ Compare and Contrast the themes from *Ascent* and the teaching of the Apostle Paul
- ◆ Discuss the sources of power in relation to leadership issues
- ◆ Develop a profile of an effective Christian leader with regard to the use of power



August 9 – August 29

## MODULE SIX

### The Christian Leader (Legacy)

- ◆ Develop a case study that details of outcomes that should be expected from the life of a successful Christian leader in afterglow
- ◆ Develop a model mentoring program
- ◆ Interview two leaders (one a church leader and one a para-church leader)
- ◆ Complete and submit your PSDA

> All written materials that need to be mailed via U.S. Postal Service in relation to this course, must be **post marked no later than midnight August 27**. (But as much as possible try and send me the information electronically.)

### *Needful Things*

The primary components of our classroom consist of a Discussion Center (where a majority of class work will be done), a Course Center (where all of your course materials will be placed), a Team folder (where you will do team work, if the class is large enough), and an Office (where you will send private correspondence to me, not course related questions or posts).

Additionally, you will find an Archive and Resource Center. I will move our threaded discussions from the Discussion Center into the Archive Center on a regular basis. You may continue to access those posts there, but will not be able to modify them in any way.

Most of our work will take place in the Discussion Center. Be sure to digest the information in each Module fully before you begin working on specific assignments. If you don't understand the information or instruction you receive, e-mail me in the Discussion Center. Any question you might have probably has troubled someone else, so don't hesitate to seek clarification. Also, develop the habit of checking the various Centers on a regular basis throughout the week.

### *More Needful Things*

At the beginning of each Module, I will direct you to the devotional thought or prayer. You should get into the habit of opening each Module with a prayer of your own. Also, take time to share with us your prayer requests and updates in our **Prayer Room**. I also want to encourage you to participate in the Wilmore campus chapels that you can access through the Asbury Seminary [website](#).

Every effort should be made to stay within the time frame established in each Module. This will help both of us maximize the course experience and ensure that you are not graded down for late work.

I will also "open" two Modules at a time for those of you who may want to work ahead. This means that I will open Modules 1 and 2 at the beginning of the course. When the time expires for Module 1, I will open Module 3 so Modules 2 and 3 will be open at the same time and so on.

Don't forget, this is not an independent study. It is important that you keep pace and not fall behind. I will be asking you to share at various times with others in the class. They are depending on you so look ahead and plan wisely. Let me know if you start running into timing difficulties.

### ***Even More Needful Things***

A final thought, from time to time you might run into some difficulties of a technical nature. Should that happen, contact ExL Support at [Exl\\_support@asburyseminary.edu](mailto:Exl_support@asburyseminary.edu).

For problems related to this course contact Kevin Osborn at [ExL\\_Director@asburyseminary.edu](mailto:ExL_Director@asburyseminary.edu)

For library assistance contact [Hannah\\_Kirsh@asburyseminary.edu](mailto:Hannah_Kirsh@asburyseminary.edu). She is the research librarian and will be the place to begin your preparation for any research paper.

Thank you for choosing this course. You might want to print out a hard copy of this syllabus and the instructions given within each module. Calendar the due dates and look at them often.